

## Imbulambethe

Isebe lam liye lalwamkela uxanduva lokukhokela izicwangciso eziliqilima zokuqala zephulo leKapa elihlumayo (elithetha ukukhulisa nokuphuhlisa iPhondo leNtshona Koloni): uPhuhliso lwaBasebenzi, olugxininisa ngakumbi kulutsha.

Kule nkalo ke eyona nto siya kuyibeka phambili ngokubaluleka iya kuba kukuqinisekisa ukuba sibonelela ngemfundo enempumelelo nozinzo kwikharithyulam zesigaba seMfundo noQeqesho Jikelele (General Education and Training (GET)) nakweyeseMfundo yaseSekondari (Further Education and Training (FET) ) ezikolweni zethu nasekuqinisekiseni ukuba iziko lemfundo ngalinye lulawulwa ngempumelelo ngokuthi kusoloko kuthiwe ngqolo ngokulinika inkxaso yesebe eli. Into ephambili ngokubaluleka kukuba kubonelelwe ngezakhono, ngolwazi nangeempawu zentsulungeko, izinto ke ezo eziyimfuneko ekuphunyezweni kombono wephondo wokwenza iNtshona Koloni ibe likhaya kumntu wonke aseusebenziseni isicwangciso esiliqili sethu sophuhliso lezoqoqosho, isicwangciso eso ke esiliphulo iKapa elihlumayo. Uhlengahlengiso nlungelaneliso lweekholeji zethu ze-FET okujoliswe ekubeni zikwazi ngokwaneleyo ukubonelela ngezakhono eziyimfuneko kuqoqosho lwephondo eli kubaluleke kakhulu kulo msebenzi. Njengokuba eyona nto iphambili ngokubaluleka ikubonelela ngeekharithyulam ze-GET neze-FET, iMfundo yaBantwana yasekuQaleni (Early Childhood Development (ECD)) neMfundo noQeqesho lwaBantu abaDala (Adult Basic Education and Training (ABET)) ibaluleke kakhulu ekusekweni kwesiseko esomeleleyo seSicwangciso esiliQili soPhuhliso lwaBasebenzi. Phezu kokuqinisekisa ukuba bonke abafundi bakwaGrade R basezikolweni ngo-2010, kukwafuneka nokuba siqinisekise ubuhlakani bethu neSebe lezeMpilo, eleeNkonzo zeNtlo neloLawulo lweeDolophu, ndawonye nobuhlakani bethu nabhlali nemibutho yasekuhlaleni bukhokelela kwisicwangciso esiliqili esinxityelelanisiweyo sokubonelela abantwana abakwiminyaka 0 ukuya ku-4 ngemfundo yabantwana. Ngoko ke ukuqeqeshwa kwabalondolozu/kootitsha beMfundo yaBantwana yasekuQaleni, kunye nokuxhaswa nokuphuhliswa kweekharithyulam zizinto ezintsha eziphambili ngokubaluleka ekuza kufuneka ukuba zibonelelwe ngemali.

Into ephambili ngokubaluleka kukuqinisa izakhono zokubala nezokufunda phaya kwizigaba ezisekuqaleni neziphakathi kwibakala le-GET, ngelixa kuqinisekiswa ukuba siyayijika le meko ikhoyo yokuphuma okothusayo kwabantwana abangena kwiBanga 1 ezikolweni bengayanga kufika kwiBanga 12, okuphantsa kufikelele kwi-50%. Isikakhulu aba bantwana baphuma esikolweni baqalela kwabebanga 9 ukunyuka. Kufuneka ke ngoko ukuba sikhe sibe ngathi siyawaqinisa siwandise amalinge ethu okucebisa abantwana ngezifundo abanokuzilandela ezikhokelela kwimisebenzi ethile, size kananjalo siqinisekise ukuba liyanda inani laba bafundi esilithundezela kwiikholeji zethu ze-. Zininzi ke izinto eziziintsiba ezifunekayo zokusenza sikwazi ukuba sibhengeze siqaqambise i-FET kulutsha lwethu, kunjalo nje sinyuse nenani labafumana iimali-mboleko zokufunda.

Into ephambili ngokubaluleka kukulinyusa kakhulu inani labafundi abaNtsundu nabeBala abakwizikolo ezikwezo ndawo zazifudula zisingelwe phantsi abenza baphumelele iMathematika nezeNzululwazi kuDidi oluPhezulu (Higher Grade). Kwakuyo le nkalo omnye umba obalulekileyo yimfuneko yokuba siphuhlise izakhono zootitshala bethu beMathematika nezeNzululwazi, kunjalo nje siqinisekise ukuba siyalandisa inni lootitshala abatsha esibagayela kwezi zifundo. Isicwangciso esiliqili semfundo sethu siseyeyona nto iphambili ngokubaluleka. Sona ke kufuneka sibandakanye nezibonelelo zezifundo ze-ICT (information and communication technology), kuqinisekise kananjalo ukuba ziyahambelana nekharityulam.

Kuninzi kakhulu ukungalingani ngokuphathelele kwizibonelelo ezizizakhiwo kwizikolo zethu esele zikho, ngelixa enqongophele kakhulu amagumbi okufundela kwiindawo eziphambili ezifanele ukukhuliswa kweli phondo. Indlela elenziwe ngayo ulwabiwo ngale njongo ayanelisi konke. Iphulo lesebe lethu lokukhangela umhlaba wezikolo ongasetyenziswayo nongasetyenziswa ngokupheleleyo onokuthi uthathwe kufuneka ukuba linikwe inkxaso-mali, ngeenjongo zokuqinisekisa ukuba liba nezo ziphumo zifunwayo.

Ukuze sikwazi ukusifezekisa isicwangciso sethu esiliqili kukwafuneka nokuba siqwalasele nombamba woqeqesho lwabantu bokusebenza apha kweli candelo lezemfundo. Amaphulo okuphuhlisa ulwazi nezakhono zamalungu eKhansile yabaMeli babaFundi (Representative Council of Learners (RCL's) ) nezeZigqeba zabaLawuli beZikolo (SGB's) kufuneka ukuba anikwe inkxaso-mali, khona ukuze kubekho izigqeba ezisebenza ngokupheleleyo phaya ezingingqini nakwiphondo eli liphela.

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31 Matshi 2005

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## Isigaba A: Ushwankathelo olucwangcisekileyo

### 1. Ushwankathelo lweSicwangciso esiliQili

Injongo yesicwangciso esiliqili kukwenza umzobo wendlela esiceba ukuhamba ngayo xa sisiya ekufezekisweni kweenjongo zethu. Ngelixa iinkcazo zombono wethu nezomnqophiso wethu zichaza eyona nkalo yokugqibela sijolise ukuya kuphuela kuyo, kufuneka ukuba indlela yethu simana ukuyihlaziya njengokuba simana sidibana nemingeni ngemingeni apha kuyo, size ke siqulunqe ezinye iindlela ezisebenza ngempumelelo zukuze sikwazi ukulugqiba uhambo lwethu.

Njengokuba isithuba seminyaka elishumi yedemokhrasi saye sachithelwa ekwakheni iziseko, esi sesibini siza kuchithelwa ekusukuleni nasekucikizeni umsebenzi wokwakha ikhaya lokufunda lomntu wonke. Inguqu ayizange ibe yinto elula, kodawa ke iza kuhlala ilolunye lweempawu zobomi bethu de ube ufezekisiwe lo msebenzi ukubaluleka kungaka.

Nakubeni eyona njongo yethu iphambili ikukuqinisekisa ukuba wonke umfundi kweli phondo ufumana imfundo ekumgangatho ophezulu, sikwayigxininisa kakhulu imfuneko yokuba sixhase ukukhula koqoqosho kwiSicwangciso esiliQili sethu sika-2005/06 ukuya ku- 2009/10.

Esi sicwangciso siyicacisa ngokucacileyo into yokuba iinjongo zethu ezicwangcisekileyo sizingqamanisa neenjongo zephulo lephondo, iKapa elihlumayo. Njengokuba eyona ndawo siqala kuyo ingumfundi, sikwaznikezele nasekuqinisekiseni uphuhiso oluzinzileyo nokukhula kwezoqoqosho okukwanjalo ngokuthi sibe noqeqesho olucwangciseke kakuhle lwabantu bokusebenza.

Intlupheko isengomnye weyona mingeni inzima sijongene nayo, kwaye ke imfundo sesona sixhobo siphambili ngokubaluleka ekukhawulelaneni nale ngxaki yentlupheko. Kufuneka ukuba sibambisane ngomsebenzi namahlakani kuwo onke amanqanaba ngeenjongo zokuqulunqa izisombululo ezingunxazonke kwinkalo yophuhliso lwentlalo noqoqosho.

Isiphetho sona kukub abafundi bethu baya kuba nempumelelo kuphela xa ngaba iimeko abafunda phantsi kwazo ngakwinkalo yezentlalo, eyezoqoqosho neyezenkcubeko ziyabavumela ukuba benze njalo.

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**INTloko yeSebe leMfundo**  
31 Matshi 2005

## 2. Umbono

Ikhaya lokufunda lomntu wonke

## 3. Umnqophiso

Umnqophiso wethu kukuqinisekisa ukuba bonke abafundi bafumana ulwazi abalufunayo, ngookunjalo nezakhono neempawu zentsulungeko:

- Baphuhlise iitalente zabo
- Benze igalelo kuphuhliso lwentlalo noqoqosho
- Bathathe inxaxheba ngokupheleleyo kokuqhubeka kweli lizwe
- Bakwazi ukukhuphisana namanye amazwi, kananjalo
- Bakhe iindawo ezihlalwa ngabahlali abakwaziyo ukulawula ubomi babo ngempumelelo nangendlela enesidima.

## 4. Iimpawu zentsulungeko

- Iimpawu zentsulungeko zoMgaqo-siseko woMzantsi Afrika
- Izimiselo zephulo iBatho Pele
- Iziphumo ezingundoqo zeKharithulam yeSizwe
- Inguqu, ngokuqinisekisa ufikelelo, ubulungisa nolungiso (lomonakalo wangaphambili)
- Ukuba phambili komfundi ngokubaluleka
- Ulwabiwo lwezinto olutyekele ngasekukhawulelaneni nabahluphekileyo
- Ukwamkela uxanduva lokuphendula nokwenza izinto elubal
- Ukuqaqamba kuko konke esikwenzayo
- Ukuzibeka phantsi kolawulo lwabahlali ngokubanzi, ukuwaxhasa amalinge okuqinisekisa uphuhliso lwezentlalo, ezenkcubeko nezozoqosho

Uxwebu oluyi*Manifesto on Values, Education and Democracy* (iSebe leMfundo, 2001) ludwelisa iimpawu zentsulungeko ezilishumi (10) ezisekelwe kwiimpawu zentsulungeko zoMaqo-siseko, ezizezi: idemokhrasi, ubulungisa entlalweni, ulingano, ukungacalu-caluli ngobuhanga nangesini, Ubuntu, intlalo evulelekileyo, ukwamkela uxanduva lokuphendula, ukuthotyelwa komthetho, imbeko noxolelwano.

Le nto ithi Batho Pele ithetha “ukubeka abantu phambili”. Izimiselo ezisibhozo zephulo i Batho Pele zigxininisa ukubaluleka kothethwano, imigangatho ephuzulu yokunikwa kwenkonzo, uqhuqheko, ufikeleleko, ingcaciso, ukukhululeka nokwenza izinto elubala, ukuziqwalasela izikhalazo nokwenza izinto ngokucikizekileyo.

## 5. Uhlalelo lwemeko yecandelo

### 5.1 limeko zokunikwa kweenkonzo nemingeni

Amanani oluntu lwaseNtshona Koloni enyuke ngokukhawuleza kakhulu kule minyaka mihlanu idlulileyo, kwaye asathe gqolo ngoku kunyuka. Ngo-1996 abantu baseNtshona Koloni babe zizigidi ezi-3 956 000, kwaye eli nani laye lenyuka ngaphezu kwesiqingatha sesigidi laya kutsho kwi-4 524 000 ngo-2001. Ubuninzi baba bantu beza eNtshona Koloni ngabantu abamnyama abazingela imisebenzi. Le nto ke iye yakujika ukuma koluntu lwaseNtshona Koloni ngokweminyaka yobudala, ngokweentlanga nangokwemeko yentlupheko.

Esinye seziphumo zoku kunyuka kwamanani oluntu kukuba uhlobo lwemfundo noqeqesho ngalunye kweli phondo luye naba nokunyukelwa ngamanani kule minyaka mihlanu idlulileyo: kwiindawo zemfundo yabantwana yasekuqaleni (ECD sites), ezikolweni, kwiikholeji ze-FET, kumaziko emfundo yabadala nakwabafundela emisebenzini. Iinkcukacha ngamanani ezikolweni ukusukela ku-1995 ukuya ku-2004 zinikwe kuLudwe 1 ngezantsi apha ukubonisa ukwanda kwamanani abafundi apha eNtshona Koloni, kwaye lubonakalisa umngeni wokuqala kwimingeni elijongene nayo iSebe leMfundo leNtshona Koloni ngakwiicala lokunikwa kweenkonzo (WCED). Ngelixa amanye amaphondo anamanani ehlayo, iSebe leMfundo leNtshoni Koloni lona lithe gqolo ukunyukelwa ngamanani. Oku kunyuka kwamanani ke akucingeleki, njengoko inkulu imfuduko yabavela ngaphandle kwephondo eli naleyo yabahlali balapha abafudukela kwiindawo ezikwalapha ngaphakathi. Le nto ke yenza ukuba kube nzima kakhulu ukwenza izicwangciso zokunikwa kweenkonzo, ngakumbi ngokuphathelele kumagumbi okufundela nakootitshala.

**Uludwe 1: Abafundi ezikolweni zikarhulumente zesiqhelo 1995 - 2004**

nyaka	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	Gr1	lyonke
1995	99158	84963	80921	79199	76789	72293	68795	67473	61079	50698	41124	34659	817151
1996	99998	84845	81137	79996	77673	74142	69474	72116	62696	54440	43574	36764	836855
1997	97854	84892	80608	81191	76894	74368	70967	73261	64892	57070	44586	38940	845523
1998	99380	90168	85625	85188	80881	76716	73928	76949	67644	61926	46115	40980	885500
1999	87436	92925	88613	88014	83074	78495	74661	79043	69674	63479	49247	40206	894867
2000	64844	81865	92343	91949	85766	80658	75813	80026	70634	63840	48934	40996	877668
2001	81790	62960	81832	94302	89254	83305	77778	82190	71966	67034	50206	39910	882527
2002	86969	77026	64134	83022	93188	86786	80865	75601	80450	69752	51618	40468	889879
2003	86916	82454	75931	66033	82383	92341	84514	81154	73200	81739	51746	39644	898055
2004	104105	82130	81489	76781	66060	82574	89614	85053	78964	80756	54199	39451	921176

Imvelaphi yeenkcukacha: Annual survey for schools (Izikolo zikarhulumente zesiqhelo, kubandakanywa nee-Pre-primary)

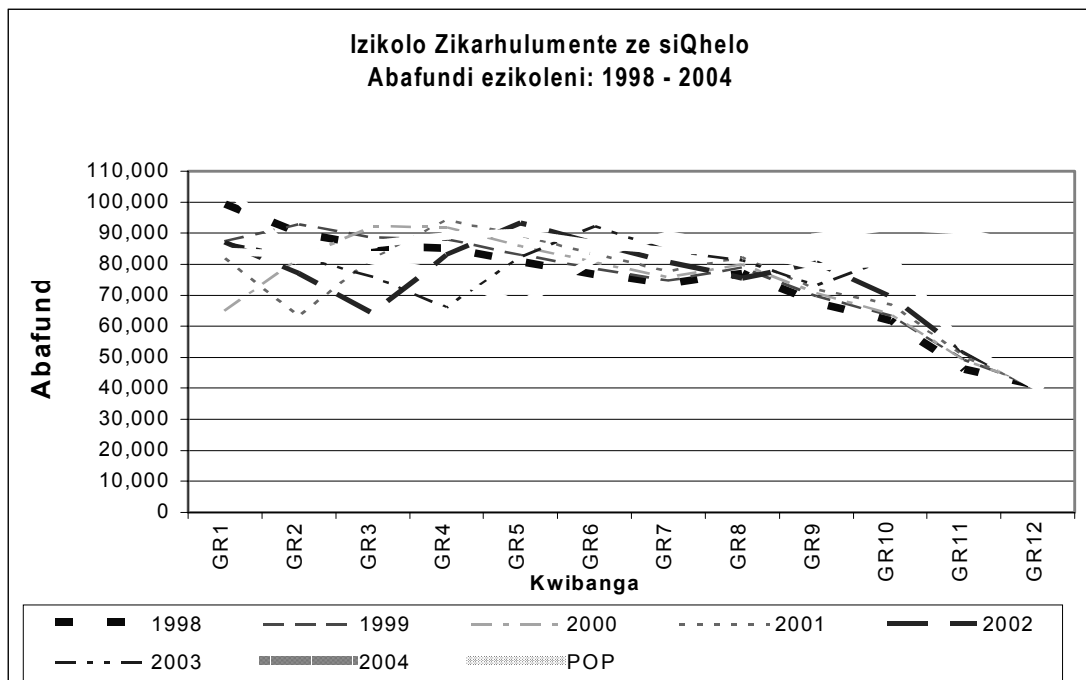
Umngeni wesibini elijongene nawo iSebe leMfundo leNtshona Koloni kukunyusa amazinga emfundo abemi baseNtshona Koloni. While there has been some improvement in the five-year period 1996 to 2001, large numbers of people have not had access to education at the level required for dignified participation in the civic, political and economic life of the province. For example, Table 2 below shows that less than a quarter of the Western Cape population has a Senior Certificate. Detailed analysis of the figures provided in Table 2 indicates that the opportunities to learn have been heavily biased towards white, and to a lesser extent, the coloured population. In this way the Western Cape has not been a Home for All.

**Uludwe 2: Ipesenti yoluntu engabafundi kumanqanaba ngamanqanaba emfundo ngo-1996 nango- 2001**

Amanqanaba emfundo	1996	2001
Abangafundiyo	6,3%	5,7%
Abaseprayimari	15,0%	15,2%
Abagqibileyo eprayimari	8,4%	7,9%
Abasesekondari	37,2%	36,5%
Grade 12	18,0%	23,4%
Abakwengentla	10,1%	11,2%

Imvelaphi yeenkcukacha: Statistics South Africa Census 1996 no-2001

Amanani abafundi ababhaliswe ezikolweni zikarhulumente zesiqhelo kungoku nje abonakalisa ukuba le meko ixhalabisayo ichazwe ngentla apha ayikazi kutshintsha kuya phi kwangoku. Amanani abafundi ababhalisiweyo kwisithuba esisuka ku-1999 ukuya ku-2004 abonakalisa ukuba yi-50% nje kuphela yabafundi ababhalisa kuGrade 1 abaya kufika kuGrade 12 (SJonga kwiSazobe 1 ngezantsi apha). Amanani abafundi abagqibayo esikolweni angqamana kakhulu nobuhlanga. Ngelixa abantwana abamhlophe ukuya kutsho kwiminyaka elishumi elinesixhenxe abasezikolweni bephantsi bayi-100%, amanani abamnyama ababhalisiweyo angaphantsi kakhulu, aze abe phantsi ngakumbi awabebala akwintanga yokufikisa (adolescents). (Seekings, 2003 ne-WCED EMIS)



**iSazobe 1**

Imvelaphi yeenkcukacha: EMIS

Uphando olсандul' ukwenziwa apha eNtshona Kkoloni lubonakalisa la manani abafundi abagqibayo ezikolweni ngokweentlanga kufumaniseka ukuba aba lolu hlobo kwakwiminyaka yokuqala yemfundo yezikolo. Iziphumo zeemvavvano zokufunda nezemathematika ezathi zaqhutywa kwibanga 3 nakwibanga 6 zibonakalisa ukuba ubuninzi babafundi abasuka kumakhaya anemivuzo ephantsi bangaphantsi ngeminyaka emibini ukuya kwemithathu ngokwenkqubo elindelekileyo ngokwekharithulam yesizwe.

Le meko ke ayinakho ukuba iyekwe iqhube ilolu hlobo. Urhulumente kufuneka ukuba angenelele ngokuthatha amanyathelo angqongqo nacwangcisekileyo kuphuhliso lwabasebenzi. ISicwangciso esiliQili soPhuhliso lwaBasebenzi seNtshona Koloni (HRDS) sichaza indlela aceba ukuthatha amanyathelo ngayo uRhulumente wePHondo leNtshona Koloni. Ngamanye amazwi esi Sicwangciso sicacisa ngokuthe gca ukuba uyintoni na umbono karhulumente, iziintoni na eziphambili ngokubaluleka, sibeka iinkalo ekujoliswe ukuzifikelala namaxesha okuzifizekisa ezi ndawo ziphambili ngokubaluleka, size ke sichaze nokuba uya kungenelela ngokuthatha manyathelo mani na okufizekisa ezi zinto ziphambili ngokubaluleka. ISebe leMfundo leNtshona Koloni liza kuzilandela ezindawo ziphambili ngokubaluleka zomgaqo-nkqubo zichazwe phaya kuMhlathi 7: Imigaqo-nkqubo, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo.

## 5.2 Isishwankathelo semeko yesebe nemingeni

ISebe leMfundo leNtshona Koloni line-ofisi elikomkhulu yephondo, aMaziko oLawulo noPhuhliso lweMfundo asixhenxe (EMDCs), 6 iikholeji ze-FET, 1 459 izikkolo, 112 aMaziko okuFunda asekuHlalani (Community Learning Centres) namanye ke amaziko emfundo ahlukeneyo. Ezine kwezi EMDC zikummandla weSixeko seKapa, zize ezintathu zibe kwimimandla esemaphandleni. Ukuma kweSebe eli kuboniswe phaya ku**Shedyuli 1** kwaye ke imephu yezithili zolawulo nophuhliso lwemfundo nantsiya ku**Shedyuli 2**.

### Imisebenzi ye-WCED - umhlaba nobungakanani

Abafundi *	955 225
Izikolo zikarhulumente zesiqhelo *	1 459
Izithili	7
Izikolo zabafundi abaneemfundo ezizodwa #	70
Amaziko emfundo yasesekondari nasekholejini (iikholeji zezobugcisa)	6 (39 sites)
Amaziko asekuhlaleni emfundo yabantu abaadala	112 (301 sites)
Izikolo ezandulela ezaseprayimari ezinikwa uncediso-mali	446
Ootitshala* (isikhokelo esiyi <i>Post Provisioning Model</i> )	30 080
Abasebenzi bakwarhulumente (izithuba ezamkelweyo)	8 885

\* *Imvelaphi yeenkcukacha - 2004 Annual Survey (Zonke izikolo zikarhulumente zesiqhelo, aMabanga Pre-Gr R ukuya kwasemva kwematriki)*

# *Imvelaphi yeenkcukacha - 2004 Snap Survey*

### 5.2.1 Imeko yangaphakathi

Umsebenzi we-ofisi elikomkhulu lephondo kukunxibelelanisa umgaqo-nkqubo nokulamla nolawulo olucwangcisekileyo, ngelixa zona ii-EMDC isikakhulu zinoxanduva lokujongana nokusetyenziswa komgaqo-nkqubo. Kambe ke oku akuthethi ukuba umda phakathi kwezi gqeba zomsebenzi uvalwe ngoqilima lodonga, njengoko ii-EMDC zinenxaxheba ekuqulunqweni nasekuphulisweni komgaqo-nkqubo kumanqanaba ngamanqanaba ngokuphathelele kumgaqo-nkqubo ochaphazela ikharithyulam. Kuyimfuneko ke ngoko ukuba ii-EMDC mazibe nezakhono ezinqinileyo zokuhlalutya umgaqo-nkqubo, ezokulamla kwakunye nezokuququzelela.



Ezi EMDC zinika iinkonzo ngeenkonzo, iinkonzo ezo ezivela kumaqela eengcali, zincipiswa yi-ofisi elikomkhulu yeSebe leMfundo leNtshona Koloni eseKapa. Ezi nkonzo zibandakanya:

- Uqulunqo nenkxaso yekharithulam;
- Inkxaso yobungcali yabafundi nootitshala;
- Inkxaso kulawulo lwamaziko; kunye
- neenkonzo zenkxaso kumsebenzi we-ofisi ekubandakanywa kuwo uphuhliso lwamaziko nenkxaso yezikolo eziqhutywa ngenkqubo yeCandelo 21 nezo zingaqhutywa ngenkqubo yeCandelo 21, uncediso ngemiba ephathelele kubudlelane basemsebenzini nakumsebenzi wolawulo lwangaphakathi.

Ii-EMDC zikwakhuthaza nenxaxheba yabazali ezikolweni ngokubabandakanya kulawulo lwezikolo emance, ngokuthatha inxaxheba kwiphulo leSebe leMfundo leNtshona Koloni leZikolo ezinoKhuseleko (Safe Schools Project), nesiqhelo sokufundisa nokufunda ezikolweni nakwiindawo ezikuzo.

Indlela elilikhulu ngayo eli Sebe leMfundo leNtshona Koloni nayo ibeka uxanduva olukhulu emagxeni alo lokuba liqinisekise ukuba abasebenzi balo basoloko belungiselelwa amaphulo okubaphuhlisa. Loo nto ke kufuneka injalo kwicala labasebenzi becandelo lakwarhulumente apho iza kuya inyuka ngokunyuka minyaka le imfuneko yokunikwa kweenkonzo okunempumelelo nocikizeko, nakwicandelo lootitshala apho kuthi ngenxa yokukhawuleza kweenguqu kwinkalo yemfundo, kulawulo lolwazi nakwitheknoloji yezemfundo, kufuneka ukuba ootitshala mabahlale beqinisekisa ukuba abasali ngasemva bashiywe zizinto ezilulwazi olutsha naziindlela ezintsha zokwenziwa komsebenzi. Iphulo leSebe leMfundo leNtshona Koloni lokuphuhlisa izakhono zabasebenzi kwakunye nemisebenzi yalo yokuqhuba ngoqeqesho lokusukula ootitshala asele besebenza, liya kuba nenxaxheba enkulu kule nkalo. Njengokuba iimfuno zophuhliso noqeqesho zowona msebenzi uphambili weSebe eli ziza kuya zisanda ngokwanda kule minyaka ilishumi izayo, kuza kuba njalo nokushokoxeka kohlalo-mali lwalo lokukhawulelana nophuhliso. Kuyimfuneko ke ngoko ukuba kuyiwe kwimithombo emitsha ekunokufunyanwa kuyo inkxaso ngemali nangezinye izinto zokusebenza, imithombo leyo ekunokubandakanywa kuyo i-EDTP ne-SETA kwakunye necandelo lezoshishino nemveliso, kucelwe ukuba mayinike iSebe leMfundo leNtshona Koloni inkxaso kwizicwangciso eziliqili zalo ezijoliswe kuphuhliso.

## 5.2.2 Ucikizeko lomsebenzi weSebe

Ukunikwa kwezikolo inkxaso kumsebenzi we-ofisi ubaluleke kakhulu kwiSebe leMfundo leNtshona Koloni. Njengoko izikolo kulindeleke ukuba amandla azo ziwajolise kakhulu kumsebenzi wofezekiso lwekharithulaam kumagumbi okufundisela, iSebe leMfundo leNtshona Koloni liya kuqinisekisa ukuba izikolo ziyayinikwa inkxaso ngomsebenzi we-ofisi, kwaye ziyinikwa ngokukhawuleza, ngocikizeko nangokuchanekileyo.

Xa iziphathamandla zezikolo zingachithi xesha lininzi kwiingxaki zomsebenzi we-ofisi ezifana nokuqeshwa kootitshala, imivuzo yootitshala neminye imicimbi ephathelele kwimiqathango yengqesho, ziya kukwazi ukuba zibe nexesha elaneleyo lokujongana nemisebenzi ephathelele ekufundiseni nasezifundweni. Loo nto ke ithetha ukuthi iinkqubo zenkxaso yezikolo zeSebe eli kwinkalo yomsebenzi we-ofisi kufuneka zibe kumgangatho ophezulu kakhulu.

- I-ofisi elikomkhulu iza kuyiphucula i-ofisi yeenkonzo zoluntu ngeenjongo zokuqinisekisa ukuba iinqununu nootitshala bafumana inkonzo ekumgangatho ophezulu, nokuba imibuzo engenisiweyo iqwalaselwa ngokukhawuleza kangangoko

Kukho izinto ngezinto ekufuneka zenziwe, nezenziwayo ukuzama ukufezekisa le njongo. Ezi zinto ke zibandakanya:

- Ukunyusa isantya sokujika kwezikolo zibe ngamaziko eCandelo (Section) 21 . Loo nto ke ithetha ukuba kuya kusungulwa amaphulo ngamaphulo ophuhliso lweZigqeba zoLawulo lweZikolo (School Governing Bodies (SGBs) ) neziphathamandla zezikolo ngenjongo yokuqinisekisa ukuba bakhona abantu abanezakhono zokulawula izikolo abaya kuthi bathathele kubo uxanduva lokulawula imisebenzi ethile ephambili
- Ngokuyisa ezikolweni imisebenzi ephambili yolawulo, ubukhulu boxanduva lokwenza iintengo nolweenkonzo zezinto zokusebenza buya kuba semagxeni ezikolo, into ke leyo eya kwenza ukuba i-ofisi elikomkhulu nee-EMDC zikwazi ukuba nexesha elaneleyo lokuqwalasela imiba yocaciso lomgaqo-nkqubo, eyokunikwa kwenkxaso neyokubekwa kweliso;
- I-ofisi elikomkhulu iza kuyiphucula i-ofisi yeeNkonzo zaBaxhamli ukuqinisekisa ukuba iinqununu zezikolo nootitshala bafumana inkonzo ekumgangatho ophezulu kakhulu nokuba imicimbi iqukunjelwa ngokukhawuleza kangangoko;
- IZiko leeNkonzo loqhagamshelwano leSebe leMfundo leNtshona Koloni liye laqalisa ukusebenza ngo-2004. Eli Ziko loQhagamshelwano libonelela abakwezemfundo noluntu ngokubanzi ngeenkonzo ezinabe kakhulu nangeengcaciso eziphathelele kkulawulo lwemfundo kweli phondo. Le ndlela yokwenza ukuba iSebe leMfundo leNtshona Koloni lifikeleleke iqiniswa ngakumbi nangakumbi nguvimba weenkukacha zekhompuyutha (oyiWCED Online), apho abantu banokudimbaza khona iinkukacha, ukusukela ezindabeni ngokusandul' ukwenzeka, ukuya kwezeemiwi nakwezekharithulam.

## 6. Amagunya anikwa ngumthetho namanye

### 6.1 Amagunya anikwa nguMgaqo-siseko nayeminye imithetho

Iinjongo ezicwangcisekileyo zisekelwe phezu kwala magunya alandelayo anikwa ngumgaqo-siseko nayeminye imithetho:

Amagunya	Inkcazelo emfutshane
uMthetho oyiConstitution of South Africa, 1996 (uMthetho 108 oka-1996)	ufuna ukuba kuziswe inguqu kwimfundo nokuba imfundo mayiqhutywe ngedemokhrasi ngokweempawu zentsulungeko zesidima somntu, ezolingano, ezamalungelo oluntu nenkululeko, ezokungabikho kwamkhethe ngokobuhlanga nangokwesini. Uqinisekisa ukufikeleleka kwemfundo yokuqala kumntu wonke ngokommiselo wokuba wonke ubani unelungelo lokufikelela kwimfundo yokuqala, ekubandakanywa kuyo imfundo yabantu abadala. Isikhokelo somgaqo-nkqubo weSebe leMfundo sicaciswe kwiPhepha leNgcaciso yoMgaqo-nkqubo wezeMfundo: iMfundo noQeqesho kuMzantsi Afrika oLawulwa ngeDemokhrasi: aManyathelo okuQala oPhuhliso lweNkqubo eNtsha (Febhuwari 1995). Emva kothethwano noboniswano nohlaziyo oluthe gabalala, waye wamkelwa yiKhabhinethi, kwaye ke uye wasebenza njengesiseko ekusekelwe phezu kwaso uqulunqo olulandelayo lwemigaqo-nkqubo nemithetho.
uMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho 1 ka-1998)	Phantsi koMgaqo-siseko wesizwe, lo ngowona mthetho ulawula yonke imithetho kwiPhondo leNtshona Koloni

Amagunya	Inkcazelo emfutshane
uMthetho oyiSouth African Schools Act (SASA), 1996 (uMthetho 84 ka-1996) njengoko wenziwe izilungisonjengoko wenziwe izilungiso.	Unika isikhokelo sendlela nenkqubo efanayo yokumiswa nokulawulwa kwezikolo nokunikwa kwazo inkxaso-mali. Ukhuthaza ufikeleleko, umgangatho nolawulo lwentando yesininzi, idemokhrasi, kwinkqubo yezikolo. Uqinisekisa ukuba bonke abafundi banalo ilungelo lokufikelela kwimfundo ekumgangatho ophezulu kungekho licalu-calulo, kwaye unyanzelisa nokuba abantwana abaneminyaka esixhenxe (7) ukuya kwelishumi elinesine (14) mabaye esikolweni. Ulungiselela iintlobo ezimbini zezikolo— iizikolo ezizimeleyo nezikolo zakwarhulumente. Isibonelelo esikulo Mthetho sokuba ulawulo lwezikolo mayibe lolwedemokhrasi oluqhutywa ngezizigqeba zolawulo lwezikolo sele sisebenza kwizikolo zikarhulumente kulo lonke eli. Inkqubo zokunikwa kwezikolo inkxaso-mali ezityetyeshwe kulo Mthetho, i-SASA, zikhokelisa phambili umba wokulungiswa komonakalo owenzeka ngaphambili, kunjalo nje zijolisa kwintlupheko xa kufikelelwa kwinkalo yokwabiwa kweemali zezikolo zikarhulumente.
uMthetho oyiNational Education Policy Act, 1996 (uMthetho 27 ka-1996)	Ulungiselela ukubekwa komgaqo-nkqubo wesizwe wemfundo, obandakanya nowokubekwa kwemivuzo yootitshala kwakunye nemiqathango yengqesho yabo. Walungiselelwa ukumiselwa kwemithetho engomgaqo-nkqubo kwakunye nokubeka emagxeni oMphathiswa wezeMfundo uxanduva lokuwisa imithetho nokubeka iliso, kwakunye nokumisela ngokusesikweni amakhonkco onxibelelwano phakathi kweziphathamandla zemfundo zesizwe kwakunye nezamaphondo. Waye wabeka nesiseko sokumisela iKhansile yabaPhathiswa bezeMfundo (Council of Education Ministers (CEM)) kwakunye neKomiti yeeNtloko zezeMfundo (Heads of Education Departments Committee (HEDCOM)) njengezigqeba zoqhagamshelwano loorhulumente eziya kuthi zingqubane iintloko malunga noqulunqo lwenkqubo entsha yenfundo. Ngoko ke, ulungiselela noqulunqo lwemigaqo-nkqubo yesizwe ngokubanzi, imfundo noqeqesho, ejolise kwikharithulam, kwiimviwo, kumgaqo-nkqubo weelwimi, kanti nakuqinisekiso lomgangatho. Lo Mthetho i-NEPA ukwaqulathe nesimiselo solawulo lwentsebenziswano, necaciswe ngakumbi kuShedyuli 3 woMgaqo-siseko.
uMthetho oyiFurther Education and Training Act, 1998 (uMthetho 98 ka-1998)	ukulawula imfundo noqeqesho kwizikolo eziphakamileyo; ukulungiselela ukusekwa, ukulawulwa nokuxhaswa ngemali kwamaziko emfundo ephakamileyo noqeqesho; ukulungiselela ubhaliso lwamaziko emfundo noqeqesho azimeleyo; ukulungiselela uqinisekiso lomgangatho nokukhuthazwa komgangatho kwimfundo yamaziko emfundo ephakamileyo noqeqesho. Ukunye nePhepha leNgcaciso yoMgaqo-nkqubo weMfundo 4 kwiMfundo ePhakamileyo noQeqesho (Education White Paper 4 on Further Education and Training (1998) neSicwangciso esiliQili seMfundo ePhakamileyo noQeqesho seSizwe, (National Strategy for Further Education and Training (1999-2001)), ubeka isiseko soqulunqo lwenkqubo yemfundo noqeqesho enxityelelaniswa ngurhulumente wesizwe, kubandakanywa inkqubo yezikolo zasasekondari eziphezulu kunye neekholeji zezobugcisa. Ufuna ukuba amaziko emfundo ephakamileyo noqeqesho asekwephantsi kwemiqathango yemithetho emitsha, aqulunqo izicwangciso zawo, ngelixa ukwalungiselela nokubonelela ngenkxaso-mali ejoliswe kwimisebenzi ethile nangekharithulam yesizwe yokufundisa nokufunda.
uMthetho oyiGeneral and Further Education and Training Quality Assurance Act, 2001 (UMthetho 58 ka-2001)	ukulungiselela ukusekwa, ukumiswa nokusebenza kweKhansile yoQinisekiso loMgangatho kwiMfundo ePhakamileyo noQeqesho (General and Further Education and Training Quality Assurance Council) ukuqwalasela umgangatho kwimfundo ngokubanzi nakumaziko emfundo ephakamileyo; ukulungiselela ulawulo lweenkqubo nemigangatho kwikharithulam neemviwo; ukulungiselela ukukhutshwa kwezinqinisekiso zokuphunyelwa kwamabanga okugqibela; ukulungiselela iindlela zokuqhutywa kweemviwo nokutshitshisa uMthetho oyiSouth African Certification Council Act ka-1986.

Amagunya	Inkcazelo emfutshane
uMthetho oyi-Employment of Educators Act, 1998 (UMthetho. 76 ka-1998)	Ukulungiselela ukuqeshwa kootitshala ngurhulumente wesizwe nolawulo lwemiqathango yenkonzo (yengqesho), indlela yokuziphatha, ukuthathwa komhlalaphantsi nokukhutshwa kootitshala emsebenzini. Ucacisa uxanduva lootitshala ngokuphathelele kumsebenzi abawuqeqeshelweyo, kwindlela yokuziphatha ngentsulungeko kwakunye neemfuneko yocikiziko lolwazi lomsebenzi lootitshala. Ibutho lootitshala ebelifudula liziintsali ngoku lilawulwa ngoMthetho wePalaamente omnye nangesigqeba sabaqeqeshiweyo esinye esiyiKhansile yooTitshala boMzantsi Afrika (South African Council of Educators (SACE)).
uMthetho oyiWestern Cape Provincial School Education Act, 1997 (UMthetho 12 ka-1997)	Ukulungiselela indlela nenkqubo efanayo yokumiswa nokulawulwa kwezikolo zonke nokunikwa kwazo inkxaso-mali nokukhawulelana neemfuno zemfundo zePhondo eli.
uMthetho oyiPublic Finance Management Act, 1999 (UMthetho 1 ka-1999) njengoko wenziwe izilungiso.	Ululawula indlela yokuphathwa kwemali kurhulumente wesizwe nakwabamaphondo, ukuqinisekisa ukuba zonke iimali, nenkcitho, nezinto eziziimpahla kwakunye nezo zingamatyala, zilawulwa ngendlela efanelekileyo nenempumelelo, nokubeka imisebenzi yabo bantu bathe basingathiswa uxanduva lolawulo lwezemali kwabo rhulumente.
eeyi-Annual Division of Revenue Acts	Ukulungiselela ukwabiwa ngokulinganayo kwemali efunyenwe ngurhulumente wesizwe phakathi kukurhulumente wesizwe, abamaphondo nowolawulo lweedolophu kunyakamali ngamnye, ukulungiselela ukubekwa kweemfuneko zokunikwa kweengxelo ngokuphathelele kolo lwabiwo, ukulungiselela ukubanjwa kweentlawulo okwethutyana nokulungiselela uxanduva lweendleko ekuthe kwangenwa kuzo xa bekuthathwa amanyathelo omthetho malunga notyeshelo lwezimiselo zolawulo lobambiswano nobudlelane obuphakathi koorhulumente.
uMthetho oyiPublic Service Act, 1994 njengoko wenziwe izilungiso [uMpoposho No 103 ka-1994]	Ukulungiselela ukumiswa nokuqhutywa kwenkonzo yakwarhulumente weRiphabliki kwakunye nokulawulwa kwemiqathango yengqesho, ubude bamaxesha okuhlalala ezikhundleni, indlela yokuziphatha, ukuthathwa komhlalaphantsi nokukhutshwa kwamalungu (kwabasebenzi) kwinkonzo yakwarhulumente .
uMthetho oyiSouth African Qualifications Authority Act, 1995 (UMthetho 58 ka-1995)	ukulungiselela ukuphuhlisa nokusetyenziswa kweSikhokelo seSizwe soQinisekiso lwaManqanaba eMfundo aFikelelweyo esiyiNational Qualifications Framework, nokuthi ngale njongo kumiselwe uGunyaziwe woMzantsi Afrika woQinisekiso lwamanqanaba eMfundo aFikelelweyo oyiSouth African Qualifications Authority. Esi Sikhokelo siyi-NQF yindlela efanelekileyo yokubonisa nokuqinisekisa inkqubo yemfundo yesizwe apho imfundo noqeqesho izizinto ezibaluleke ngokufanayo kuxhobiso loluntu ngezakhono. Usungulo lweSicwangciso esiliQili soPhuhliso lwaBasebenzi olwaqhutywa kunye nguMphathiswa wezaBasebenzi noMphathiswa wezeMfundo ngomhla wama-23 Apreli 2001 lukubethelela ngakumbi ukuzimisela ekusekweni kwesicwangciso esiliqili esimanyanisiweyo semfundo, uqeqesho nophuhliso, esiya kuthi sizikhongozele izakhono ezihleli ezingqondweni zabafundi abalulutsha kwanabangabantu abadala.
uMthetho oyiAdult Basic Education and Training Act, 2000 (UMthetho 52 ka-2000)	ukulungiselela ukulawulwa kwemfundo noqeqesho lwabadala; ukulungiselela ukusekwa kwamaziko emfundo yabadala, ukulawulwa kwawo nokunikwa kwawo inkxaso-mali; ukulungiselela ukubhaliswa kwamaziko azimeleyo emfundo yabadala; nokulungiselela uqinisekiso lomgangatho kwimfundo noqeqesho lwabadala.

## 6.2 Amanye amagunya

- 6.2.1 Isicwangciso esiliqili sephondo, iKapa elihlumayo
- 6.2.2 ISicwangciso esiliQili soPhuhliso lwaBasebenzi
- 6.2.3 IiNkcazo zeKharithulam yeSizwe eHlaziyiweyo
- 6.2.4 iPhepha leNgcaciso yoMgaqo-nkqubo 5 we-ECD
- 6.2.5 iPhepha leNgcaciso yoMgaqo-nkqubo 6 weMfundo eBandakanya Konke

**7. Imigaqo-nkqubo ngokubanzi, izinto eziphambili ngokubaluleka neenjongo ezicwangcisekileyo linkalo ekujoliswe kuzo liSebe leMfundo leNtshona Koloni zezi -**

1. Ukunika bonke abafundi abahlala kweli phondo ukuya kutsho kwabaneminyaka emine inkxaso ngenkqubo emanyanisiweyo yokubakhulisa ngokwasemzimbeni, ngokwasentlaweni nangokwasengqondweni.
2. Ukubonelela bonke abantwana abaneminyaka emihlanu ngemfundo esemgangathweni ophezulu ebonisa bakulungele ukuqala isikolo
3. Ukuqinisekisa ukuba bonke abafundi bebanga 1 ukuya kwele-6 bayakwazi ukufunda nokubhala nokubala ngokwemigangatho ebekwa kwiKharithulam yeSizwe
4. Ukuqinisekisa ukuba bonke abafundi bebanga 7 ukuya kwele-9 babonelelwa ngemfundo yesiqhelo esmgangathweni ophezulu
5. Ukubonelela bonke abafundi bebanga 9 ngeengcebiso malunga nezifundo amabazikhethe nangemisebenzi abanokuyilandela, khona ukuze bakhethe izifundo eziya kufaneleka kwimfundo yabo yasesekondari
6. Ukwandisa amazinga abafundi okuthatha inxaxheba nawokuphumelela, ngakumbi abafundi abamnyama, abakwinqanaba le-FET, ezikolweni nasezikholejini
7. Ukwandisa amanani abafundi be-FET abakulungeleyo ukugqithela kumaziko emfundo ephakamileyo
8. Ukwandisa amathuba okufikelelwa kwemfundo yephakamileyo, ngakumbi ngabafundi abaphuma kumakhaya ahlophekileyo
9. Ukwandisa amalinge okubonelelwa kwabafundi ngoqeqesho oluqhutywa emisebenzini nolungqamanayo namathuba engqesho
10. Ukwandisa amanani abafundi abangabantu abadala abakwimfundo yesiqhelo ngamaphulo ezoqoqosho nezentlalo afana nephulo eliyi-*Expanded Public Works Programme*.

Xa sele kusetyenzwa ke yonke le nto ithetha ukuba iSebe eli kufuneka ukuba lithi libambisene namahlakani alo asekuhlaleni, liqinisekise ukuba ayakhawuleza ukunyuka amanani abantu abatsha abafunda kwinqanaba le-FET baphumelele, bagqithele kumaziko emfundo ephakamileyo, befunda izifundo ezinegalelo ekukhuleni kweli phondo. Ngale ndlela ke iSebe eli liya kukwazi ukukhawulelana nengxaki yokuphuma kwabafundi esikolweni liqinisekise ukuba ayenyuka amanani abafundi abahlalayo bagqibe esikolweni, bagqithele kumaziko emfundo ephakamileyo. Kambe ke impumelelo kwimfundo yasesikolweni nakumaziko emfundo ephakamileyo ixhomekeka ekubeni abantwana abancinane bakhulela kwiimeko ezifanelekileyo nezinika umdla nenkuthazo, nakwimfundo ecikizekileyo. Ukuze ke iSebe eli likwazi ukuqinisekisa ukuba ezi njongo ziyafezekiseka, liya kuzama -

- ukuqinisekisa ukuba wonke umntwana ufundela kwigumbi lokufundela elinokhuseleko, nelikhanyiswe kakuhle nekuhlaleka kakuhle kulo;
- ukuxhobisa nokuxhasa ootitshala kwimizamo yabo yokunika imfundo enempumelelo;
- ukuqinisekisa ukuba zonke iindawo ekufundelwa kuzo nazo zonke izigqeba ezinika inkxaso zinolawulo olunempumelelo;
- ukuqhuba iphulo lokondliwa kwabantwana kwizikolo zaseprayimari (Primary School Nutrition Programme (PSNP));
- nokusebenzisa elo gcuntswana lezinto zokusebenza likhoyo ngendlela enempumelelo nolingano.

Imigaqo-nkqubo emihlanu ephambili iyazichaphazela zonke ezi ngongoma zilishumi zingentla apha:

### 1. Ulwazi olufanelekileyo, izakhono neempawu zentsulungeko

Yonke imisebenzi yemfundo noqeqesho kwakunye nezifundo kufuneka ukuba zikhuthaze ukufunyanwa kolwazi olukumgangatho ophezulu kakhulu, izakhono neempawu zentsulungeko. INkcazo yeKharithulam yeSizwe (National Curriculum Statement (NCS)) ye- GET nekharithulam ye-FET (imfundo yesiqhelo) yezikolo zikharithulam ezisekelwe kwiimpawu zentsulungeko nogkucacileyo. Le nkqubo iza kukhuthazwa kuyo yonke imisebenzi yemfundo noqeqesho.

Kananjalo imisebenzi yemfundo noqeqesho kufuneka ihambelane neemfundo zabafundi. Loo nto ke ithetha ukuthi kufuneka kuthathelwe ingqalelo indawo neemeko ekuqhubeka kuzo ukufundisa nokufunda, kuze ke kukhethwe ezona ndlela zokufundisa iikharithulam. Imfundo yesiqhelo yabafundi abakwiminyaka ekunyanzelekileyo kuyo ukuba bahambe isikolo kufuneka iluthathele ingqalelo ulwimi, ukhuseleko, iimeko zemimandla yasezidolophini nezemimandla yasemaphandleni neemeko zentlalo nezozoqosho. Imfundo yasezisekondari neyamaziko emfundo ephakamileyo kufuneka iwuthathele ingqalelo umba wamandla engqondo abafundi nowezinto abanomdla kuzo. Kula macandelo amava omsebenzi adla ngokuba ngundoqo kumsebenzi wokufunda. Kule ke inkalo uphuhliso lwezakhono ngoqeqesho oluqhutyelwa emisebenzini lunenxaxheba ebaluleke kakhulu ekuphuhliseni kwabasebenzi.

### 2. Ukufunda nokubala

Uphuhliso lwamazanga aphezulu okusebenzisa ulwimi nokubala angundoqo kuzo zonke iinkalo zokufunda. Ngesi sizathu ke ulwimi nokubala/nemathematika ziyinxenye yako konke ukufunda kwasezikolweni apha eNtshona Koloni.

- Grades R – 3: kuqhutywa izifundo ezithathu. Ukufunda nokubala zithatha i-75% yexesha elichithwa esikolweni
- Grades 4 – 9: kuqhutywa izifundo ezisibhozo. Kwakhona ulwimi nemathematika zithatha elona xesha lininzi kwi*time table* yesikolo
- Grades 10 – 12: lilwimi ezimbini nemathematika okanye ulwazi lwemathematika zizifundo ezinyanzelekileyo kubo bonke abafundi abanomnqweno wokufumana isiqinisekiso semfundo yasesekondari.
- Izifundo zeekholeji ze-FET nezemfundo yabantu abadala (Adult Basic Education): zonke zibandakanya ulwimi nemaathematika njengezona zifundo zingundoqo

### 3. Ukufikeleleka kweenkcukacha

I-WCED iceba -

- Ukufakwa kwezifundo ze-Information and Communication Technology (ICT) kuzo zonke izikolo nakwezinye iindawo ezingamaziko okufunda kwesi sithuba sichongiweyo sisuka ku- 2005 ukuya ku-2010. Loo nto ke ithetha ukuba utitshala ngamnye nomfundi ngamnye apha eNtshona Koloni baza kukwazi ukufikelela kwizibonelelo ze-ICT nakuqeqesho ngenjongo yokuxhasa umsebenzi wokufundisa nokufunda
- Amaziko ezincedisi-mfundo namathala eencwadi aza kwakhiwa kwisikolo ngasinye apho kuza kufumaneka iindidi ngeendidi zezincedisi-mfundo zokuxhasa abafundi nootitshala, nolawulo lwazo olunempumelelo
- Ufikeleleko lweenkcukacha nemfundo nge-HIV/AIDS-Life Skills

#### 4. Ucebiso ngezifundo nemisebenzi

Bonke abafundi bebanga 8 ezikolweni baya kubonelelwa ngocebiso ngezifundo abanokuzithatha nemisebenzi abanokuyilandela khona ukuze bakwazi ukunikwa inkxaaso ekukhetheni izifundo ezifanelekileyo kwimfundo ye-FET. Ucebiso ngezifundo nemisebenzi luya kuqhuba, lubekwe ngokusemthethweni kuzo zonke izikolo zasesekondari nakuzo zonke iikholeji ze-FET namaziko okufunda asekuhlaleni (Community Learning Centres (CLCs)) kweli phondo.

#### 5. Uqinisekiso lomgangatho noxanduva lokuphendula

Imfuno yophuculo locikizeko lwemfundo ifuna ukuba kusungulwe komsebenzi nenkqubo eqinileyo yokwamkelwa koxanduva lokuphendula apha kwiSebe leMfundo leNtshona Koloni. Uvandlakanyo olucwangcisekileyo (Systemic Evaluation), ukuziVandlakanya kweZikolo (School Self-Evaluation (SSE)) noVandlakanyo lweSikolo Sonke (Whole School Evaluation (WSE)), kwakunye naManyathelo okuGcina uMkhondo, ukuNika iNgxelo noXanduva lokuPhendula (Tracking, Reporting and Accountability Measures), zizixhobo ekufuneka zisetyenzisiwe ekukhuthazeni ufezekiso lwenjongo yokwamkelwa koxanduva lokuphendula kwimfundo le yonke.

### 8. Iinkqubo zeekhompuyutha zokubeka iliso emsebenzini

I-WCED isebenzisa inkqubo yeekhompuyutha yolawulo lwemfundo eyi-Education Management Information System (EMIS) ekuncediseni nasekunikeni izikhokelo kuqulunqo lwezicwangciso eziliqili, ekuthathweni kwezigqibo nasekuqulunqeni umgaqo-nkqubo. Ubuninzi beenkcukacha ngabafundi namaziko iqokelelwa ngokusebenzisa iifomu zophando ezicwangciseke kakuhle. Iindlela ngeendlela zokuqinisekisa ziqinisekisa ukuba iinkcukacha ezi zisemgangathweni ophezulu kwaye zithembekile. Oovimba beenkcukacha nabo bacwangciseke ngendlela efanayo, khona ukuze amacandelo ngamacandelo alapha kwi-WCED (umzkl izikolo zikarhulumente zesiqhelo, ABET, LSEN, ECD) onke aneenkcukacha ezisoloko zicwangciseke ngokufanayo. Ezi nkcukacha zikwabalulekile nakulwabiwo lwezinto zokusebenza apha kwiSebe eli, umzkl iZimiselo neMigangatho nokubonelela ngezithuba. Iinkcukacha eziqokelelwe yi-WCED zenziwe ukuba zifikeleleke kubantu abaninzi, zizifikelele lula zonke iimanejala ezikwezemfundo, ngokuthi zihanjiswe nge-*intranet*.

Kungoku nje iSebe leMfundo leNtshona Koloni liceba indlela yokusetyenziswa kwenkqubo yokugcina umkhondo wabafundi eyi *Learner Tracking System*. Ngokusebenzisa le nkqubo kuza kukwazeka ukuba kugcinwe umkhondo wabafundi, babekwe iliso kuzo zonke izikolo zikarhulumente. Indlela eliza kuncedeka ngayo iSebe leMfundo leNtshona Koloni kukuba liza kuba neenkcukacha zabafundi ezichanekileyo, into ke leyo eya kuthi incede nakulwabiwo lwezinto zokusebenza ezabelwa amasebe. Enye into eza kuba luncedo kukuba iSebe eli liza kukwazi bhetele ukuziqonda izinto ezinefuthe elibi kubafundi kwizinto ezifana nenkqubo yabo emsebenzini, ukuyeka isikolo, ubudala obudlulileyo, njl.

I-WCED linesicwangciso esiphuculiweyo esiyiMaster Systems Plan (MSP) ekuthi ngaso kujongwe zonke iimfuno zeenkqubo ze-IT, zize ke zilandelelaniswe ngokubaluleka kwazo ukulungiselela ukuziphucula, ziphuhlise ngokutsha. Zithi ke zithelekiswe nezinto ze-IT esele zikhona kunyaka lowo nesikhokelo sohlahlo-mali se-MTEF.

ISebe leMfundo leNtshona Kkoloni lisoloko liziphucula iinkqubo zalo zeekhompuyutha ukuze zilungele ukusetyenziswa kangangoko. Loo nto ke ixhaswa ngokuqhutywa koqeqesho lwabo bazisebenzisayo. Kukwaqhutywa nolawulo lwezi nkqubo ngokuthi inkqubo nganye ibe nomnini nomlawuli khona ukuze ikwazi ukulawuleka ngempumelelo ngenjongo yokuqinisekisa ukuba iyahmbelana neemfuno zomsebenzi kwaye futhi iyakwazi nokuwuphucula.

## 9. Inkcazo yomsebenzi woqulunqo lwesicwangciso esiliqili

Umsebenzi weli Sebe woqulunqo lwesicwangciso oye wakhokelela ekuyilweni kwezindululo ezitsha zokusetyenziswa kwemali kwi-2005 MTEF kwaye kwazithathela ingqalelo izinto zomgaqo-nkqubo eziphambili ngokubaluleka zeSigqeba esiLawulayo (Executive Authority), iinjongo zephulo iKapa elihlumayokwakunye noMbono osiSiqukunqo ka-2020 (Draft Vision 2020) weSebe leMfundo leNtshona Koloni (WCED) ekuye kwathethwana ngobuchulekazi ngawo nawo onke amaqela anenxaxheba nachaphazelekayo kulo lonke iPhondo eli.

Kunyakamali ka-2005/06 uqulunqo lwesicwangciso esiliqili luye lwajoliswa kakhulu ekusukuleni esi sele sikho ngenjongo yokuba singqamaniseke neSiqukunqo seSicwangciso esiliQili soPhuhliso lwaBasebenzi seNtshona Koloni, nezinto zokusebenza ezikhoyo kwakunye neenkukacha ezintsha malunga neemfuno zephondo eli. Indlela esimiswe ngayo yile imiselwe liSebe lezeMali lesizwe neSebe leMfundo lesizwe ifanayo kuwo onke amasebe emfundo amaphondo.